

CONFIDENTIALPAD 117/62
22 August 1962**MEMORANDUM FOR THE RECORD****SUBJECT: Recruitment from Alabama Air National Guard**

1. On 16 August 1962, accompanied by [redacted] Agency recruiter, I visited the 117th RTS, Alabama Air National Guard at Birmingham, Alabama. The purpose of the visit was to interview five PI candidates for the Photographic Analysis Division, NPIC.

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2. A visit was arranged with Brig. General Doster, during which was discussed the urgent need for qualified PI's within NPIC and a request to the General for any help he could provide from his command toward fulfilling this need. General Doster has many personal friends in CIA and has worked with Agency personnel in the DPD area. He understood well the importance of the Center and assured us of his wholehearted support in recruiting the most qualified personnel within his command.

3. A meeting was held with Major Teas, CO of the 117th RTS, to briefly cover the administrative details necessary to interview the prospective candidates. We discussed the past activities of the squadron, as they related to the qualification levels of the personnel to be interviewed.

4. Eight candidates were interviewed during the course of the day. Three were offered, and accepted, definitive PI contracts; two having computer programming and photo lab experience were referred to DMD and TID; two were rejected; one was asked to complete a more detailed personal history statement for further review.

5. The employment of a senior PAD representative for on-the-spot initial interviewing was, in my opinion, very worthwhile. It gave the Agency recruiter a much better insight into what qualifications we were looking for and the level of proficiency desired at each grade. Further, it familiarized him with the general NPIC organization and its requirements in other than PI areas and, most important, enabled us to offer definitive contracts to qualified personnel, thus speeding up the recruiting period and allaying the normal uncertainties that candidates have concerning whether or not they will be accepted for employment after all their forms are submitted. This latter aspect was of special importance to the candidates of the 117 RTS, as they are all being discharged in October and will be seeking other employment. It is hoped that these positive job offers will minimize our loss through the practice of "job-shopping."

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